NSTALLATION MANAGEMENT AGENC *** LEADERS OF CHANGE***



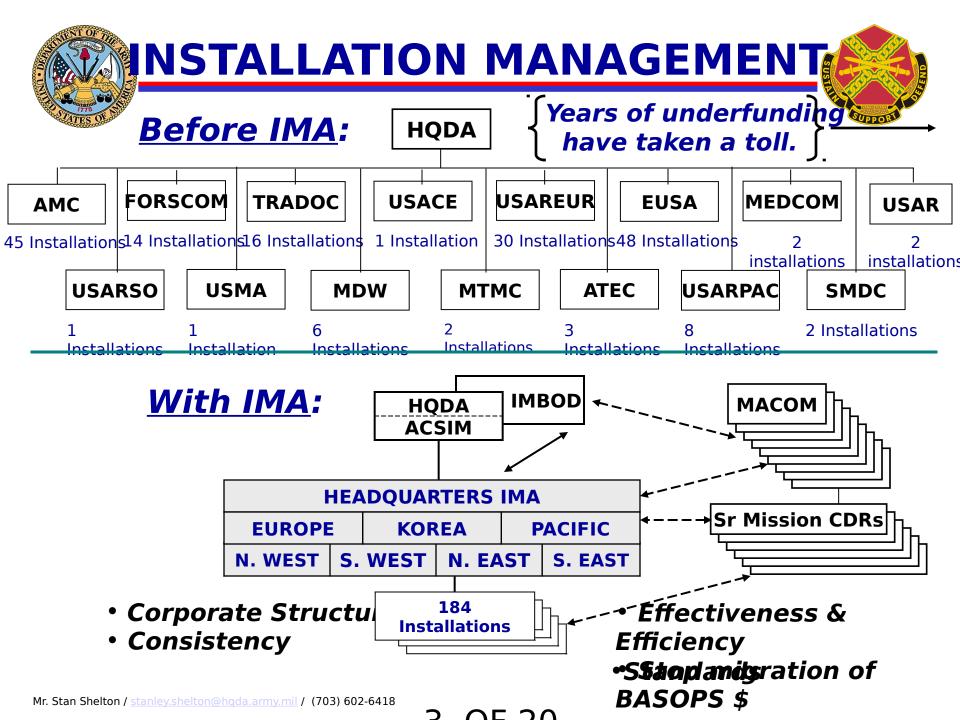
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ARMY INTENT



- PROVIDE <u>CORPORATE</u> <u>STRUCTURE</u> FOCUSED ON
- INSTALLATION MANAGEMENT
- SUPPORT AND ENABLE MISSION COMMANDERS
- INSTALLATION MANAGEMENT BOARD OF DIRECTORS (IMBOD) PROVIDES STRATEGIC GUIDANCE
- ELIMINATE MIGRATION OF INSTALLATION SUPPORT DOLLARS TO OTHER ACCOUNTS
- ACHIEVE REGIONAL EFFICIENCIES
- PROVIDE <u>CONSISTENT</u> AND <u>EQUITABLE</u> FACILITIES AND <u>SERVICES VIA COMMON STANDARDS</u>
- INTEGRATE RESERVE COMPONENTS
- LEAD ARMY TRANSFORMATION
- <u>SUPPORT</u> INFORMATION TECHNOLOGY AND CONTRACTING <u>CENTRALIZATION</u> EFFORTS





WHAT IS IMA?



- CORPORATE-FOCUSED STRUCTURE THAT PROVIDES EFFICIENT INSTALLATION MANAGEMENT WORLDWIDE
- FIELD OPERATING AGENCY (FOA) OF ACSIM
- HEADQUARTERS -- CRYSTAL CITY
- SEVEN REGIONS WORLDWIDE
- ACTIVATED 1 OCTOBER 2002
- **PEOPLE:** ≈ 78,000 STRONG
- BUDGET: ≈ \$8 BILLION

_One Agency



MISSION



IMA MISSION

PROVIDE EQUITABLE, EFFECTIVE AND EFFICIENT MANAGEMENT OF ARMY INSTALLATIONS WORLDWIDE TO:

- SUPPORT READINESS, MISSION EXECUTION, AND TRANSFORMATION OF AN EXPEDITIONARY FORCE
- ENABLE THE WELL-BEING OF SOLDIERS, CIVILIANS AND FAMILY MEMBERS
- IMPROVE THE INFRASTRUCTURE
- PRESERVE THE ENVIRONMENT

HR MISSION

PROVIDE EQUITABLE, EFFECTIVE, AND EFFICIENT HUMAN RESOURCES SUPPORT IN THE AREAS OF MILITARY AND CIVILIAN PERSONNEL, EDUCATION, AND SUBSTANCE ABUSE PROGRAMS, WHILE ESTABLISHING AND MAINTAINING STRONG RELATIONSHIPS WITH KEY STAKEHOLDERS TO ENHANCE THE WELL-BEING OF THE ARMY FAMILY



VISION



IMA VISION

THE PREEMINENT AGENCY IN THE DEPARTMENT OF DEFENSE THAT PRODUCES HIGHLY EFFECTIVE, STATE-OF-THE-ART INSTALLATIONS WORLDWIDE, MAXIMIZING SUPPORT TO THE PEOPLE, READINESS, AND TRANSFORMATION OF AN EXPEDITIONARY FORCE:

- MANAGE INSTALLATIONS EQUITABLY, EFFECTIVELY AND EFFICIENTLY
- ENABLE THE WELL-BEING OF THE ARMY'S PEOPLE
- IMPROVE RESOURCE PERFORMANCE
- DELIVER SUPERIOR MISSION SUPPORT TO ALL ORGANIZATIONS
- DEVELOP AND SUSTAIN AN INNOVATIVE, TEAM-SPIRITED, HIGHLY CAPABLE, SERVICE-ORIENTED WORKFORCE
- DEVELOP IMA STRATEGIC COMMUNICATION PLAN TO TELL THE IMA STORY

HR VISION

THE PREEMINENT DEPARTMENT OF DEFENSE MILITARY, CIVILIAN, AND CONTACTOR WORKFORCE TRAINED, EDUCATED, AND PROFESSIONALLY DEVELOPED TO PROVIDE EQUITABLE, EFFECTIVE, AND EFFICIENT SERVICES TO COMMANDERS AND OTHER CUSTOMERS WORLDWIDE IN SUPPORT OF THE ARMY'S MISSION



HQ IMA ORGANIZATION



Special Staff CH - COL Terry Bradfield EEO - Ms. Seema Salter SAFETY - Mike Cohen LEGAL - COL Jill Grant PAO - LTC Gene Pawlik IR - MR. Sal Gambone **Retention: SGM Brian** Picerno

NGB LNO: COL Ren Layton

Director **MG Andy Aadland** Deputy **CSM** Mr. Phil Sakowitz CSM Debra Strickland Chief of Staff Executive Officer COL Steve Wilberger LTC BrianCrawford

> Management Support Office Mr. John Moeller

RESOURCE MANAGEME Mr. John Miller

Manpower & Force Analysis Rich Courtney

Budget Integration DwaynGriese

Managerial Accounting Rex Baggett

Planning & **Programming Burt Tulkki**

HUMAN RESOURCES Mr. Larry Olson **SGM James Miller**

Military

Civilian Personnel Harrel Sholar

Johne de shemel

Integration Roxann Dent

Well-Being Keith Joseph

ACES Carolyn Baker

Substance Abuse Steve Schmith

> Workforce Development Rob Crawford

PLANS

Mr. Stan Shelton

Strategic **Planning** Dave

Abdelnour

Installati@uality Managem Bewarley Robertson

Information & Tech Integration Bill Eggers

NETCOM LNO Galen Pearce

> **ACA LNO Bob Adams**

OPERATIONS

COL Tom Sittnick

Ops & Mob **Ernie Dumlao**

Tng & Mission Spt COL Karen Adams

Logistics Denise Miller

Public Works Don Larocque

Env & Nat Res Debbie Potter

> **MWR Arnie Cole**

ARMY RESERVE

COL Joe Aldridge

> **FORSCOM** LIAISON

Mike Petty TRADOC LIAISON

Peter Sun

AMC LIAISON Oliver West

OTHER CONUS **MACOM LIAISON Vacant**

2511 Jefferson Davis Hwy **Taylor Building Crystal City** Arlington, VA 22202

Larry Olson, SFIM-HR, Larry.Olson@hqda.army.mil, (703) 602-7524

 $\Delta \Gamma 2\Delta$

HUMAN RESOURCES DIVISION BRANCH



FUNCTIONS

CHIEF HUMAN RESOURCES LARRY I. OLSON

General

Biochemical

Analysis and

Prevention and

Risk Reduction

Evaluation

Oversight

Training

Program

Employee

Assistance

Program

Military Pay and Benefits

Trainee/Student Services

Document Control (MILPAY)

Unit Postal Opns. Process

DEERS/CAC/ID Card Svcs.

Replacement Ops. Process

Memorial Affairs

Community Support

Process

Program

Functions

HRD SGM SGM MILLER

EXEC. ASST. JOANNE SISTEK

EXEC. OFFICER **ED HAHN**



WORKFORCE

DEVELOPMENT

BRANCH

Robert Crawford

General Functions

Senior Service Schools

Career Program Mgmt

Career Intern Program

Skills Training

ATLOP (Civ.)

DLAMP

ACTEDS Training

Leadership Development

HUMAN RESOURCES INTEGRATION BRANCH

Roxann Dent

MILITARY PERSONNEL BRANCH

Peter O'Connor

SYSTEMS, PLANS

AND OPS

Allen Pegg

General Functions

Personnel Selection

Transaction Processing

System Administration

(Addressed Sep. O&O) Data Input Control

Debt Collection (MILPAY)

DJMS Interface (MILPAY)

Support (MILPAY)

SIDPERS File Maint.

System Admin.Process

Personnel Data Process

Data Accuracy Process

SIDPERS Database Mgmt.

PERSONNEL SERVICES

Personnel Records Process

Personnel Applications

Separations Services

Military Awards Process

In/Out Deployment Process

Process (MILPAY)

Feedback Process

Customer Service

Systems Service

Paul Martinez

Personal Affairs

Mortuary Affairs

Well-Being Process

(MILPAY)

Process

and Training

Table Maintenan

System Security

Database Mgm

Records Mgmt.

Voting Assistar

DIMHRS

ARMY SUBSTANCE ABUSE PROGRAM

Steve Schmith

PERSONNEL

MANNING

Luis Diaz, Acting

General Functions

Personnel Requirements

Personnel Classification

Personnel Development

Personnel Evaluations

Leave Administration

Personnel Distribution

Personnel Promotions

Command Assignments

Officer Quality Mmgt.

Centralized Board

Review

Process

Mobilizations

Redeployment

Casualty Affairs

Management

Deployment

PERSTEMPO

In/Out Processing

ACAP Services

Band Support

Physical Fitness

Uniform Policy

Memorials and Gifts

Unit Support Process

Retirement Services

Heraldry Process

Substance Abuse Process

Demobilization

Reporting

Strenath Accounting

Strength Reporting

Personnel Selection

and Training

Manpower

Borrowed Military

ARMY CONTINUING EDUCATION SYSTEM

Carolyn Baker

General Functions

Execute ACES policy and funding.

Cross-level operational funds

Provide program and financial

Resolve ACES program issues.

Provide technical assistance.

Provide quality assurance for

Provide training for ACES

Evaluate ACES programs.

Provide cost and participation

Operational oversight of budget

among regions.

analysis.

programs.

employees.

analysis.

execution.

Manager.

CIVILIAN **PERSONNEL BRANCH** Harrel Sholar

*Acting Chief

Relations Denise Bane

Grievance & Appeals Awards-Cash & Honorary Work Schedules Labor Contract Review Unfair Labor Practice Changes

Serve as Career Program 31 Guicance

NAF

Linda Rody

General Functions

Pay setting guidance

Bonus and Awards

Management and

Staffing/BBA

Guidance

effectiveness

Evaluation of

Workforce

Personnel

MDCPDS

NAF Training

Personnel

Classification

Standard PG

Management

Labor Contract

Curriculum

Review

Guidance

VFRA VSIP

Position

Admin

Oversee ACES staff development. Conduct staff visits

POC for ACES Installation Status Report and Common Levels of

WELL-BEING Keith Ioseph

Recommend structure and services to facilitate Well-Being (W-B). Recommend and incorporate processes essential to supporting W-B.

Create and integrate strategic communications plan. Analyze and integrate constituent feedback to improve W-B services.

Labor/Mgmt/ **Employee**

General Functions

Employee Assist. Programs Work Force Communications Labor Negotiations

> Staffing Don Magee

General Functions

Staffing Guidance Workforce Reshaping Reduction in Force

VERA/VSIP Standardized Recruitment Policies Standardized RESUMIX Policies MDCPDS for Appropriated Fund Evaluation of Personnel Management and Admin Staffing Plan /

Classification John Brown

General Functions

Classification Guidance Standard lob Descriptions Alignment Studies A-76 Reviews

While HRDI is not directly responsible for these activities, its general function includes keeping up-to-date with the progress of these functions and their HR implications.

A-76 Circular/Third Wave

Activity-Based Costing/Activity-Based Management (ABC/ABM)

Army Baseline Services (ABS) Area Support Responsibilities Working Group, AR 5-9

Army Management Staff College (AMSC) Army Performance Improvement Criteria (APIC)

ALISA

Army Stationing Installation Plan (ASIP) Army Leadership Notes (ALN) Business Management Objectives (BMO)

Business Process Reengineering (BPR) Common Levels of Support (CLS)

Contractor Support Requirements Evaluation

DDIMA/DIMA Turf Time

Director Human Resources (DHR) Structure

Director's Intent Chain Teaching

Garrison Commanders' Conference

Garrison Commanders Notes

Garrison Structure ReDesign

Government Purchase Card (GPC) Accountability

HRD Basic Briefings

HRD Budget

HRD Manpower Review

HRD Strategic Plan/Strategic Communication Plan

HRD Updates

HRD Website

HQDA Tracking System

Human Resources Integrated Process Teams (HRIPT)

Human Resources O&O Functional Reviews

Human Resources O&F Manual for HRD

IMA Annual Report

IMA Conferences Policy

IMA Human Resources Region Director Conferences IMA Master Calendar/Organizational/Personnel Charts

on AKO

IMA Newsletter IMA Scorecard /Strategic Readiness System (SRS)

IMA Surveys

IMBOD Preparation and Taskers

Integrated Installation Management Database Installation Management Command Roles &

Responsibilities Installation Status Report (ISR)

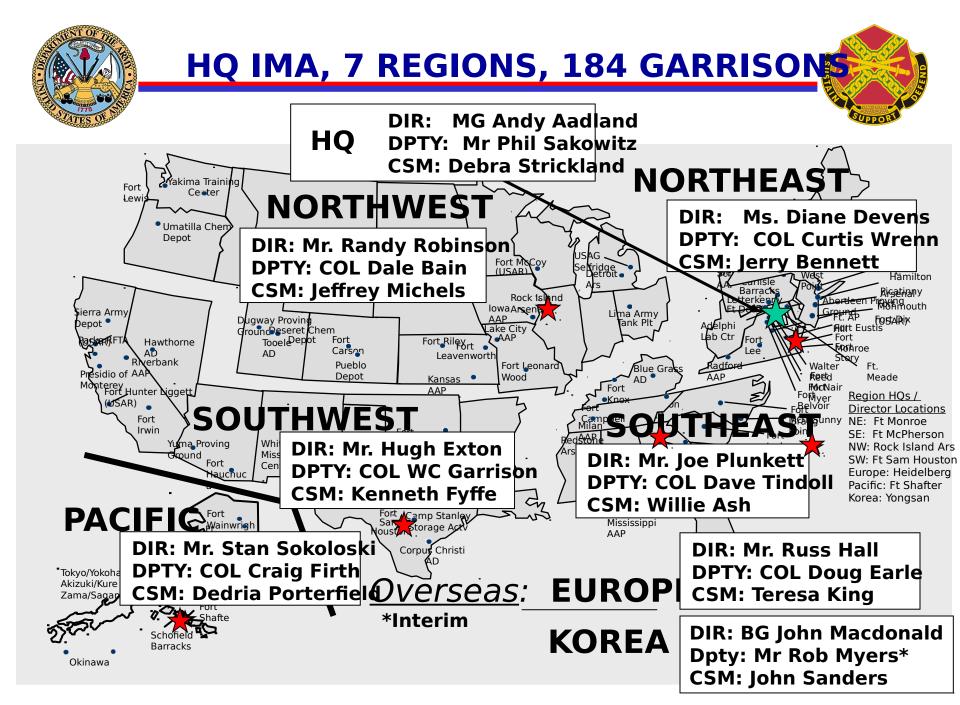
Management Control Plan (MCP) Mission Garrison Transition

National Security Personnel System (NSPS) Input

Performance Management Review (PMR) Real Property Master Plan

Reformulation of SMC/IC/GC Roles Review and Analysis Update Single Agency Concept/Standard Garrison Organization Reassignment Mgmt.

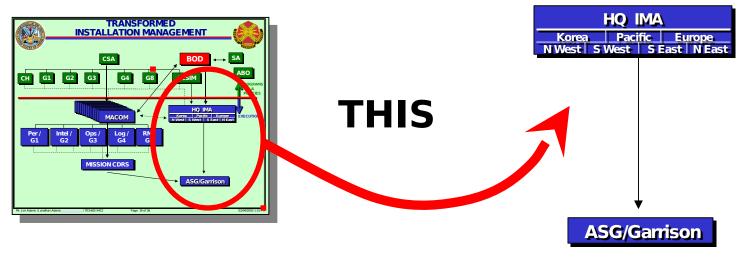
Process

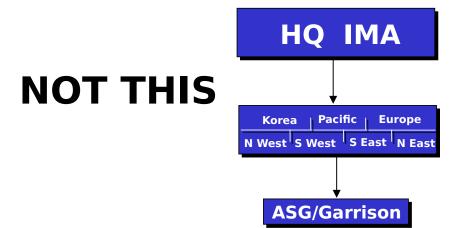




ROLES









FOCUS THE VISION



HQDA POLICY:

· PROGRAM GUIDANCE AND RESOURCES

PROPONENTS:

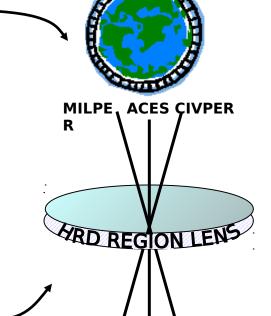
- STANDARDS AND PROCEDURES
- REPORTING REQUIREMENTS
- · · ARs / DA Pams

HQ IMA:

- OPERATIONAL LINK TO POLICY MAKERS AND PROPONENTS
- •• EQUITABLE, EFFECTIVE, AND EFFICIENT DELIVERY OF PERSONNEL SERVICES ACROSS ALL REGIONS

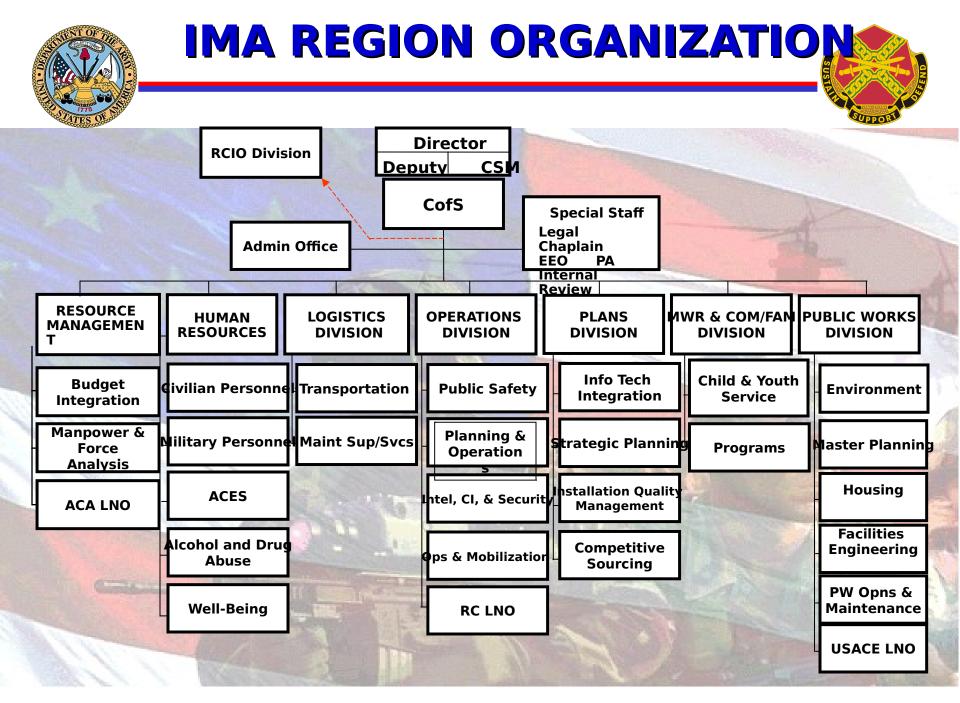
IMA REGIONS:

- COMPLIANCE WITH STANDARDS
- PERFORMANCE MEASUREMENT
- •• EQUITABLE, EFFECTIVE, AND EFFICIENT DELIVERY OF PERSONNEL SERVICES ACROSS ALL GARRISONS





IMA GARRISONS: DELIVERY OF PERSONNEL SERVICES IAW G1 POLICY, HRC PROPONENT GUIDANCE, AND IMA WORK PLAN





IMA REGION MISSION



- RESPOND TO EMERGING INSTALLATION MANAGEMENT REQUIREMENTS
- ASSESS AND CONVEY RESOURCE REQUIREMENTS TO DA
- GUIDE, DIRECT, ENABLE AND OVERSEE ASSIGNED GARRISONS



IMA GARRISON MISSION



- COMMAND, CONTROL, AND OPERATE GARRISON TO SUPPORT AND ENABLE MISSIONS AND READINESS OF STATIONED UNITS AND CARE FOR PEOPLE
- CONDUCT DAILY OPERATIONS TO PROVIDE INSTALLATION SUPPORT TO MISSION COMMANDERS
- MAINTAIN AND IMPROVE INSTALLATION SERVICES, INFRASTRUCTURE AND ENVIRONMENT
- PLAN FOR AND, ON ORDER, CONDUCT CONTINGENCY OPERATIONS
- MAINTAIN GARRISON OPERATIONAL AND SITUATIONAL AWARENESS
- MAINTAIN LIAISON WITH MISSION COMMANDERS AND LEADERS



IMA MILPER NETWORK: IMA HR VALUE ADDED

IMA MILPEP NETWORK: HQIMA MILPER CHIEF

PRE-IMA: HAD TO WORK

7 IMA REGION MILPER CHIEFS

67 IMA INSTALLATION AGS

added - MILPER network is agile, responsive, and efficient; Consistent and accurate capability

- To measure, analyze, cost control, and reduce BMM
- To track, measure, analyze, and improve med hold process
- To envision, plan, cost, and execute effective DS3 program
- To assess and realign CAC geographic areas of responsibility
- To assess, standardize and improve central in/out processing
- To assess, standardize, and enhance full spectrum of installation MILPER services (ACAP, RSO, DEERS / CAC / ID ca MOB / DEMOB processing, casualty operations, personnel management, etc.)



INSTALLATION MANAGEMENT **BOARD OF DIRECTORS**

(Acting)



R. PROSCHGEN CASEY



OTHER ATTENDEES:

LTG SINN, ABO MG LUST, ACSIM MG AADLAND, DIR **IMA (EXEC SECY)** MR. SAKOWITZ, IMA MR. MILLER, IMA GEN BYRNES

GEN KERN

GEN ELLIS

CO-CHAIRS

VOTING MEMBERS HON **BROWN**











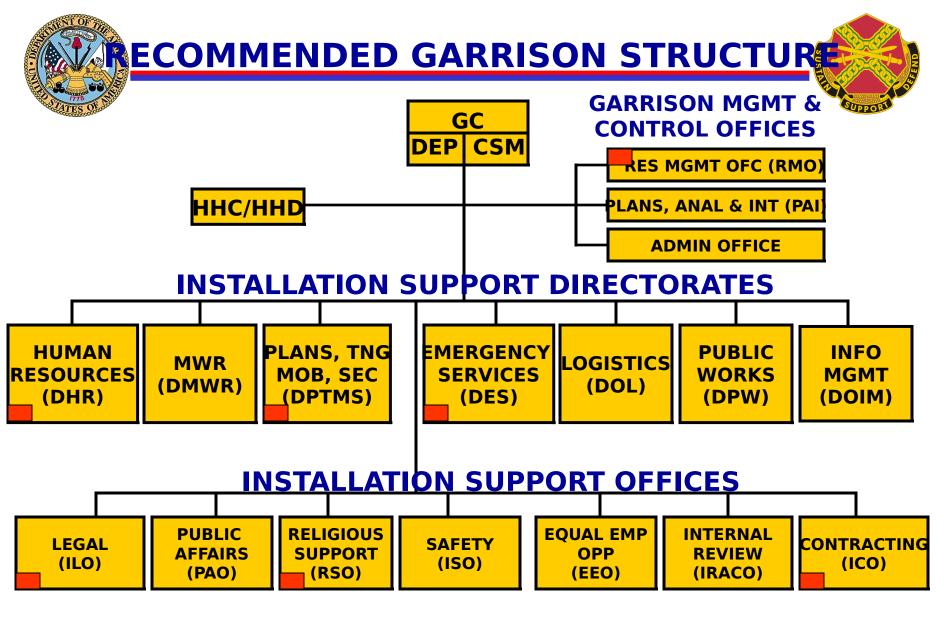


PRESTON HELMLYSCHULTZ

BOD Mission:

- **Recommend strategic goals & objectives**
- Recommend program, resource & finance strategies
- **Monitor performance measures**
- Advise Army leadership on compelling installation issues

16 OF 20



O&O ISSUES WORKING



HUMAN RESOURCES (DHR)



CIVILIAN PERSONNEL SERVICES (CPAC)

CIVILIAN*

- CLASSIFICATION
- STAFFING
- EMPLOYEE SERVICES
- EMPLOYEE DEVELOPMENT
- WORKFORCE RESHAPE
- NAF CPO
- LABOR/MER
- * COMMAND & CONTROL TO CHRA; OPERATIONAL CONTROL TO GC

DESIRED END STATE:

ALL G1 FAMILY OF FUNCTIONS RESIDE WITHIN DHR

MILITARY PERSONNEL SERVICES

MILPO SERVICES

- ACAP SERVICES
- CASUALTY OPERATIONS
- DEERS/RAPIDS/CAC/ ID CARD SERVICES
- PERSONNEL ACTIONS
- PERSONNEL PROCESSING
- RETIREMENT SERVICES
- SEPARATION/ TRANSITION
- AWARDS/ DECORATIONS
- PROMOTIONS/ REDUCTIONSEVALUATIONS

EDUCATION & SERVICES

ACES

- BASIC SKILLS
- HIGH SCHOOL COMPLETION
- APT TESTING
- EDUCATIONAL TESTING
- COUNSELING
- ALC/COMPUTE R LABS
- TUITION ASSIST
- COLLEGE COURSES
- EDUCATION IN DEPLOYED SITES
- HEAD START
- NCO LEADER

WORKEDREMENT DEVELOPMENT

ASAP

- BIOCHEMICAL TESTING
- PREVENTION& EDUCATION
- EMPLOYEE ASSISTANCE PROGRAM
- RISK REDUCTION PROGRAM
- PROGRAM MANAGEMENT





INSTALLATIONS AS FLAGSHIPS

- Support an Expeditionary Force where Soldiers train, mobilize, and deploy to fight and are sustained as they reach back for support.
- Develop strategies to posture installations as deployment platforms with robust reachback capabilities.
- Adjust installation support to meet the needs of an Army at war and transforming.
- Support well-being of all Soldiers and thei SOLDIERS AND FAMILESINGESERVE THE SAME QUALITY OF LIFE AS IS AFFORDED THE SOCIETY THEY PLEDGE TO DEFEND





NSTALLATION MANAGEMENT AGENC



"Sustain, Support and Defend"